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PRELIM REPORT

HANDICAP LABOUR FORCE

JIM GILBERT

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May 5, 1981



Ms. Nancy Stow  
Policy Analyst  
Ontario Manpower Commission  
500 University Avenue  
TORONTO, Ontario

Dear Ms. Stow: Nancy

Attached you will find our preliminary report on the analysis requested for the working age handicapped population.

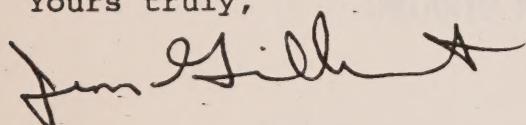
Once you have had a chance to digest this material, other breakdowns can be attempted as you require.

The problem with small cell sizes, has made it necessary to drop some of the data break-outs that were attempted, and in other cases we have aggregated classes to provide more reliable information.

If you can give me further direction I would be happy to extend or restructure the analysis in whatever fashion you desire.

I will be in touch with you shortly.

Yours truly,



A handwritten signature in black ink that reads "J.W. Gilbert".

J. W. Gilbert

JWG:lf

Enclosure



PRELIMINARY REPORT

EXTENDED DATA  
ANALYSIS

ON THE  
HANDICAPPED LABOUR FORCE  
OF ONTARIO

FOR  
ONTARIO MANPOWER COMMISSION

BY  
GILBERT ASSOCIATES LTD.



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The following analysis is based upon the working - age handicapped population. In conformity with Statistics Canada practice, this group is defined as those between 15 and 65 years of age.

The size of the working age handicapped population is estimated at 285,330 persons in Ontario.

TABLE 1  
DISTRIBUTION OF HANDICAPPED POPULATION BY  
AGE CLASS

<u>AGE CLASS</u>	<u>ABSOLUTE FREQ</u>	<u>ADJUSTED FREQ (PCT)</u>	<u>CUM FREQ (PCT)</u>
15 - 19	13,268	4.7	4.7
20 - 24	8,462	3.0	7.6
25 - 29	9,956	3.5	11.1
30 - 34	16,018	5.6	16.7
35 - 39	17,284	6.1	22.8
40 - 44	23,316	8.2	30.9
45 - 49	27,283	9.6	40.5
50 - 54	42,667	15.0	55.5
55 - 59	63,667	22.3	77.8
60 - 64	63,409	22.2	100.0

TABLE 2  
HANDICAPPED LABOUR FORCE BY EMPLOYMENT STATUS

<u>EMPLOYMENT STATUS</u>	<u>ABSOLUTE FREQ</u>	<u>ADJUSTED FREQ (PCT)</u>	<u>CUM FREQ (PCT)</u>
Part-Time	31,173	19.4	19.4
Full-Time	81,691	50.9	70.3
Unemployed	47,679	29.7	100.0
Total	160,543		



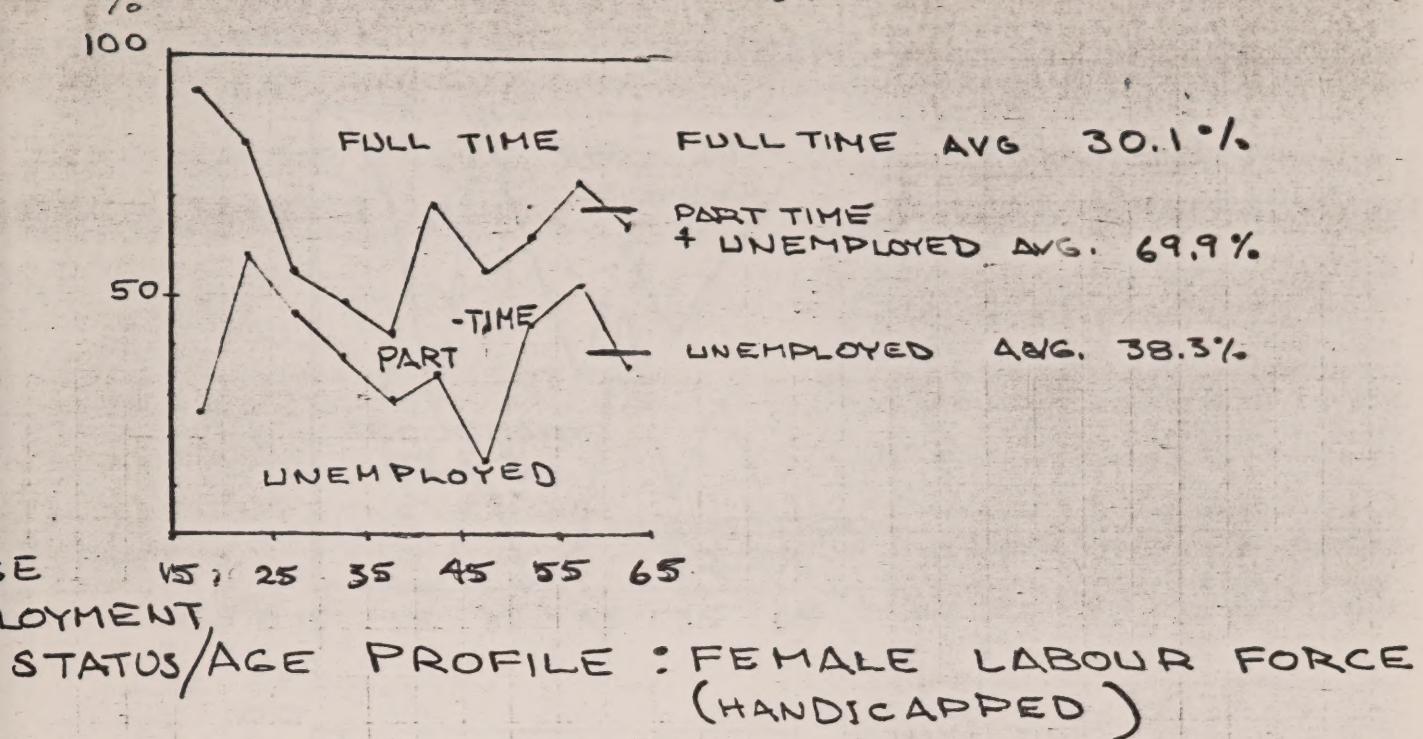


TABLE 3

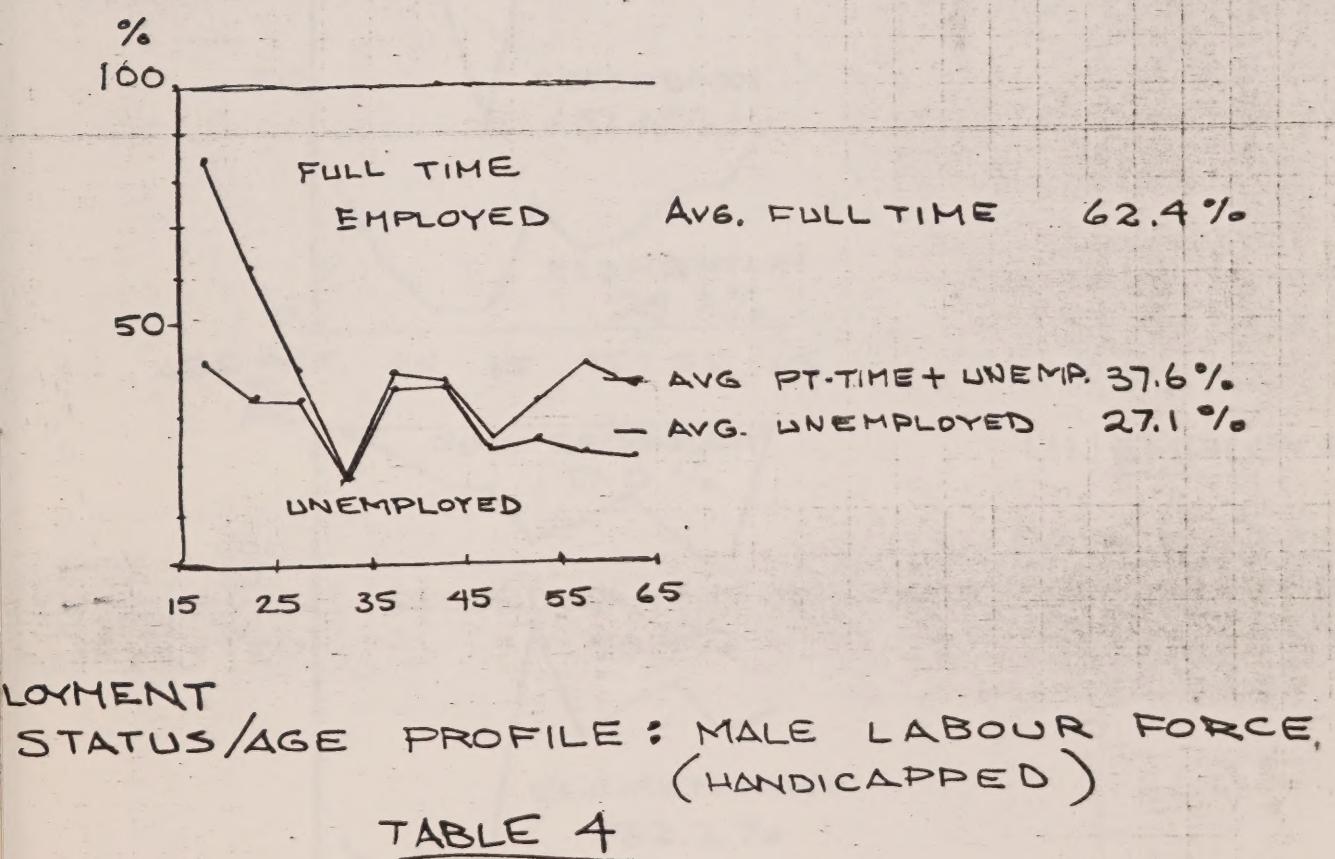
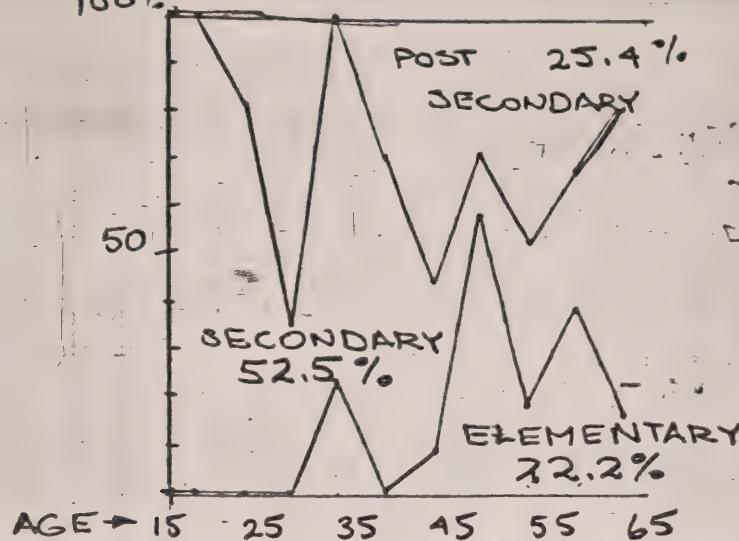


TABLE 4



# EDUCATION/AGE PROFILE HANDICAPPED LABOUR FORCE

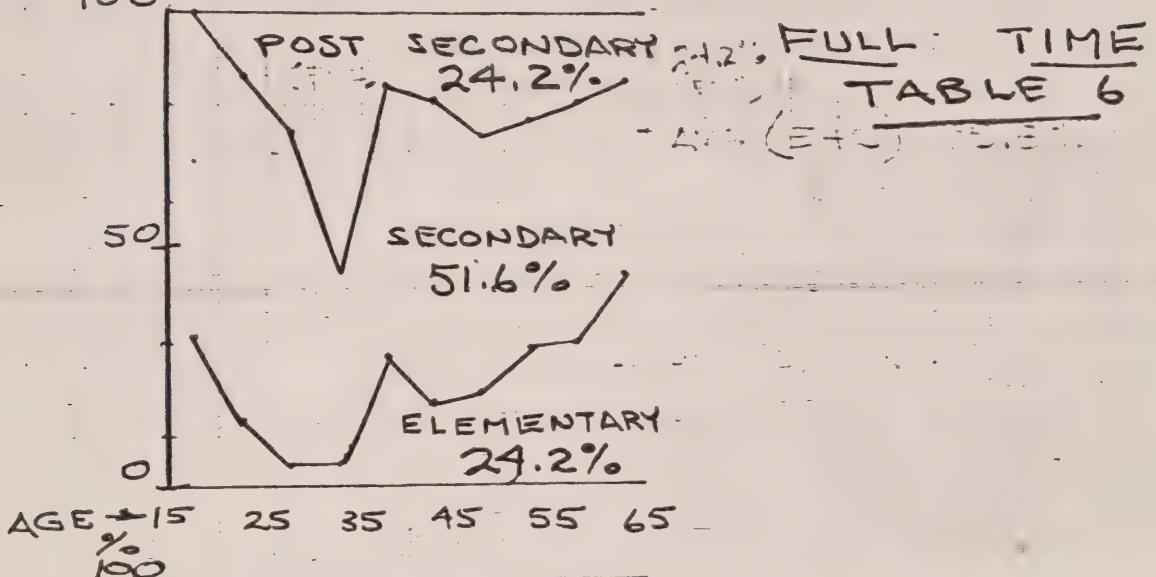
100%



PART TIME

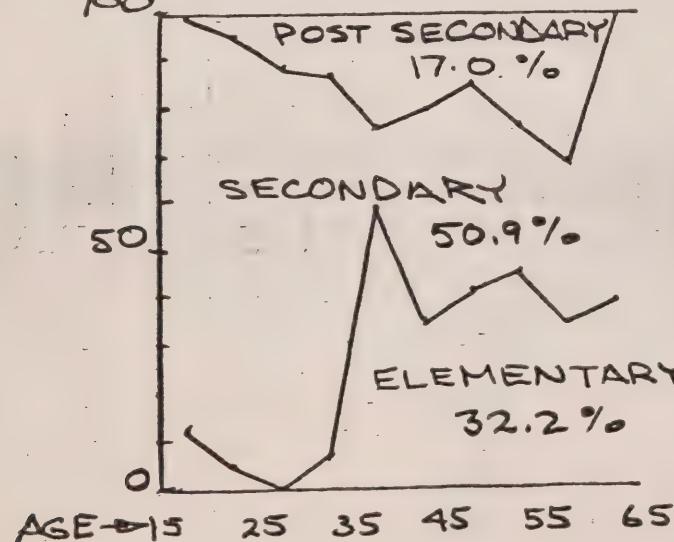
TABLE 5

%  
100



FULL TIME  
TABLE 6

%  
100



UNEMPLOYED

TABLE 7



From Table 1 it can be seen that 59.5% of the handicapped working age population is over 50. Tables 3 and 4, show the employment status/age profile for females and males separately. Both sexes show low full-time employment rates for those under 25. For handicapped women this increases until age 40, at which time both unemployment and part-time employment begin to increase. With males the increase starts at 35 and is not nearly as pronounced.

One striking difference between the two sexes is that there are relatively few males employed part-time through the most productive working years (25 to 50), whereas a significant proportion of females are employed part-time during this period.

Both groups show a high proportion of part-time workers below 25, possibly because they cannot get full time work. After 50 both groups exhibit a relatively higher proportion of part-time workers. This may be due to both a lack of opportunity and a decreased need.

Tables 5, 6 and 7 show the distribution of age and education for the full-time and part-time employed and the unemployed. It can be seen that the unemployed are less well educated than the other two groups. Only 17% have "post secondary" training\* as opposed to 24% and 25%, for the employed. As well, the unemployed, much more frequently have less than a grade 9 education, (32% vs 22% and 24%).

TABLE 8  
LENGTH OF TIME UNEMPLOYED FOR  
UNEMPLOYED HANDICAPPED

<u>TIME UNEMPLOYED</u>	<u>NUMBER</u>	<u>% OF TOTAL</u>
Less than 6 mo.	9,708	21.0
6 - 12 mo.	2,970	6.1
1 - 2 yr.	10,396	22.2
3 - 4 yr.	7,898	16.6
5 - 6 yr.	5,935	12.5
7 yrs. or more	<u>11,967</u>	<u>21.7</u>
Total	46,325	100.0

\*At least part of: trade school, community college, or university degrees.



TABLE 9

## DISABILITY GROUP X EMPLOYMENT STATUS

DISABILITY GROUP	UNEMPLOYED	EMPLOYED		TOTAL LABOUR FORCE
		PART-TIME	FULL-TIME	
1. Endo-Meta-Nutr. (row %)	1,361 (18.1)	2,494 (33.2)	3,670 (48.8)	7,525
2. Neurological (row %)	5,401 (31.0)	3,348 (19.2)	8,677 (49.8)	17,426
3. Cardiovascular (row %)	7,750 (24.5)	6,700 (21.2)	17,183 (54.3)	31,633
4. Respiratory (row %)	4,172 (44.2)	2,561 (27.1)	2,704 (28.6)	9,437
5. Neoplasm (row %)	1,211 (70.4)	- -	508 (29.6)	1,719
6. Musculoskeletal (row %)	22,771 (32.9)	11,530 (16.7)	34,869 (50.4)	69,170
7. Sight Impair (row %)	990 (24.8)	776 (19.4)	2,226 (55.8)	3,992
8. Hearing Impair (row %)	1,667 (17.6)	1,615 (17.1)	6,184 (65.3)	9,466
9. Alimentary (row %)	2,076 (30.2)	1,457 (21.2)	3,338 (48.6)	6,871
10. Speech Impair	169 (100.0)	-	-	169
Total	47,568	30,481	79,359	157,408



EMPLOYMENT AND PARTICIPATION STATISTICS  
BY DISABILITY GROUP

DISABILITY GROUP	TOTAL POPULATION	LABOUR FORCE	PARTICIPATION RATE %	UNEMPL. RATE %	EMPL./ POPU. RATIO
	TOTAL	EMPLOYED	UNEMPLOYED		
Endo-Meta-Nutr.	12,951	7,525	1,361	58.1	18.1
Neurological	29,863	17,426	5,401	58.3	31.0
Cardiovascular	56,842	31,633	23,883	7,750	55.7
Respiratory	15,198	9,437	5,265	4,172	62.1
Neoplasm	7,338	1,719	508	1,211	23.4
Musculoskeletal	94,850	69,170	46,399	22,771	72.9
Sight Impair	8,518	3,992	3,002	990	46.9
Hearing Impair	20,301	9,466	7,799	1,667	46.6
Alimentary	11,141	6,871	4,795	2,076	61.7
Speech Impair	979	169*	-	169	-
Total	257,971	160,544	112,865	47,679	62.2
					29.7
					43.8

\*sample too small to have any meaning.



BY AGE CLASS (MALES)

AGE CLASSES	TOTAL POPULATION	LABOUR FORCE	TOTAL EMPLOYED	UNEMPLOYED	PARTICIPATION RATE (%)		UNEMPLOYED RATE (%)	EMPLOYED POPULATION RATIO (%)
					EMPLOYED	UNEMPLOYED		
15 - 19	7,050	2,653	1,580	1,073	37.6	40.4	22.4	
20 - 24	2,263	2,179	1,429	750	96.3	34.4	63.1	
25 - 29	6,133	5,441	3,583	1,859	88.7	34.2	58.4	
30 - 34	7,679	6,808	5,593	1,215	88.7	17.8	72.8	
35 - 39	6,766*	7,538	4,690	2,848	*	37.8		
40 - 44	9,629*	9,155	5,681	3,474	95.1	37.9	59.0	
45 - 49	11,869*	10,788	8,255	2,533	90.9	23.5	69.6	
50 - 54	17,751	13,832	10,212	3,621	77.9	26.2	57.5	
55 - 59	26,743	19,018	14,659	4,359	71.1	22.9	54.8	
60 - 64	30,059	13,242	10,431	2,811	44.1	21.2	34.7	
Total	125,942*	90,655	66,112	24,543	71.9	27.1	52.5	

\*Missing data (refusal to give age) precludes computation or yields percentages that are probably high. Note that about 5% of respondents refused to give their age.



BY AGE CLASS (FEMALES)

<u>AGE CLASSES</u>	<u>TOTAL POPULATION</u>	<u>LABOUR FORCE</u>	<u>EMPLOYED</u>	<u>UNEMPLOYED</u>	<u>PARTICIPATION RATE (%)</u>	<u>UNEMPLOYED RATE (%)</u>	<u>EMPLOYED POPULATION RATIO (%)</u>
			<u>TOTAL</u>	<u>UNEMPLOYED</u>			
15 - 19	5,385	2,550	1,883	667	47.4	26.2	35.0
20 - 24	4,946	3,600	1,466	2,135	72.8	59.3	29.6
25 - 29	3,205	1,874	1,019	856	58.5	45.7	31.8
30 - 34	9,779*	6,090	3,792	2,298	62.3	37.7	38.8
35 - 39	7,623*	3,923	2,790	1,133	51.5	28.9	36.6
40 - 44	10,664*	8,079	5,392	2,687	75.8	33.3	50.6
45 - 49	12,647*	6,540	5,522	1,017	51.7	15.6	43.7
50 - 54	20,532*	8,401	4,779	3,622	40.9	43.1	23.3
55 - 59	30,646*	11,606	5,680	5,925	37.9	51.1	18.5
60 - 64	26,605	4,275	2,784	1,491	16.1	34.9	10.5
Total	132,032*	56,936	35,106	21,831	43.1	38.3	26.6

\*Missing data (refusal to give age) may lead to percentages that are too high. Note that approximately 5% of respondents refused to give their age.



AGE CLASSES	TOTAL POPULATION	TOTAL	LABOUR FORCE	EMPLOYED	UNEMPLOYED	PARTICIPATION RATE (%)		UNEMPLOYED RATE (%)		EMPLOYED POPULATION RATIO (%)
						EMPLOYED	UNEMPLOYED	EMPLOYED	UNEMPLOYED	
15 - 19	12,435	5,203	3,463	1,740	41.8	33.4	27.8	40.2	49.9	
20 - 24	7,209	5,779	2,895	2,885	80.2	80.2	37.1	49.3	49.3	
25 - 29	9,338	7,315	4,602	2,715	78.3	78.3	37.1	53.8	53.8	
30 - 34	17,458	12,898	9,385	3,513	73.9	73.9	34.7	52.0	52.0	
35 - 39	14,389	11,461	7,480	3,981	79.7	79.7	34.7	54.6	54.6	
40 - 44	20,293	17,234	11,073	6,161	84.9	84.9	35.7	56.2	56.2	
45 - 49	24,516	17,328	13,777	3,550	70.7	70.7	32.6	39.2	39.2	
50 - 54	38,283	22,233	14,991	7,243	58.1	58.1	30.9	35.4	35.4	
55 - 59	57,389	30,624	20,339	10,284	53.4	53.4	24.6	23.3	23.3	
60 - 64	56,664	17,517	13,215	4,302	30.9	30.9	31.4	39.2	39.2	
Total	257,974	147,591	101,218	46,374	57.2	57.2				



DISABILITY GRUUP X AGE GRUUP FUR ALL  
HANDICAPPED PERSONS BETWEEN 15 AND 65

	<u>15-25</u>	<u>25-35</u>	<u>35-45</u>	<u>45-55</u>	<u>55-65</u>	<u>TOTAL</u>
Endo-Meta-Nutr. (row %)	499 (3.8)	1,332 (10.3)	1,133 (8.7)	4,171 (32.2)	5,816 (44.9)	12,951
Neurological (row %)	4,967 (16.6)	5,640 (18.9)	4,861 (16.3)	7,024 (23.5)	7,371 (24.7)	29,863
Cardiovascular (row %)	671 (1.2)	1,046 (1.8)	4,114 (7.2)	14,408 (25.3)	36,603 (64.4)	56,842
Respiratory (row %)	2,924 (19.2)	749 (4.9)	2,090 (13.8)	3,203 (21.1)	6,224 (41.0)	15,190
Neoplasm (row %)	136 (1.9)	234 (3.2)	489 (6.7)	1,723 (23.5)	4,756 (64.8)	7,338
Musculoskeletal (row %)	5,243 (5.5)	12,491 (13.2)	17,789 (18.8)	24,208 (25.5)	35,119 (37.0)	94,850
Sight Impaired (row %)	1,588 (18.6)	835 (9.8)	533 (6.3)	1,266 (14.9)	4,296 (50.4)	8,518
Hearing Impaired (row %)	2,527 (12.4)	2,977 (14.7)	2,003 (9.9)	3,599 (17.7)	9,195 (45.3)	20,301
Alimentary (row %)	1,089 (9.8)	941 (8.4)	1,669 (15.0)	3,195 (28.7)	4,247 (38.1)	11,141
Speech Impaired	0	551	0	0	428	979
						257,973



Table 9 breaks down the handicapped labour force by disability group and shows the split in each group between unemployed, employed part-time and employed full-time.

For some types of disability that have apparent (relatively) low unemployment rates, this table shows that in some cases there may be significant under-employment. For example only 18.1% of those in the labour force with endocrine, metabolic or nutritional disorders are classed as unemployed, but of the employed more than 40% have only part-time employment.

Similarly, of those with respiratory ailments 44.2% are unemployed, but examination of the split of the employed shows that a further 27.1% have only part-time work; almost half of the employed force.

Table 10 gives the standard participation and employment statistics broken down by disability group. In comparison to the general population for whom participation rates are normally in the range of 60 - 65%, it can be seen that all handicapped groups have low participation rates.

Unemployment rates on the other hand are on average about  $3\frac{1}{2}$  times the rates of the general population.

For interpreting any of the tables which cross disability group with any other variable or compute percentages by disability group, it is useful to know the age profile within the disability group. Table 14 has been produced for this purpose.

Those disability groups which have the lowest participation rates are neoplasms at 23.4%, the sight impaired at 46.9% and the hearing impaired at 46.6%. The neurological group at 58.3% participation rate appears close to the average for all disabilities, but when the age profile (Table 14) for this group is examined, it is seen that more than 52% are under 45 years of age, i.e. many potentially productive working years are being lost.





